Exhibit 10

10/06

Kevin,

I believe that it his been told to you that I wanted to get out of this department. While that may be true, I am sure you don't know for what reasons I have decided as such. First of all, I believe that I fit very well in the job. I have a great report with the drivers, which is certainly a quality that is imperative in a job like this. I have worked very hard in this job, and I feel welcomed by the drivers, stewards, and business agents alike. Any animosity I received came to me on behalf of someone I should consider a partner.

Granted, sometimes the operators fail us, but their job often takes them away from what is most important. From the very beginning this job resembled an uphill battle. I was told that I was to spend no less than three weeks learning the job alongside the outgoing CHSP Supervisor. Operational needs kept me away from that task, and the three weeks shrunk to a mere three hours. During the three hours, I was told to simply read the books. Never once have I been trained, coached, or counseled. In fact, my boss routinely calls George Barbosa to request information that I should be providing to him. George has been told on numerous occasions that he was "The senior man". It makes me feel unappreciated each time that George tells me of these and other statements made behind my back. Complaint about me made to George has never once been verbalized to me directly. Just recently when the Keter audit arrived in Island City, George was the first notification. In fact, I was never notified at all. I was at the Foster Avenue Facility doing Depth of Knowledge audits on the pre-loaders and supervisors. I was notified at 10 o'clock by a manager who happened to walk by. The whole department was notified and en route to Island City before I was even aware that I was being audited.

There are too many circumstances that have led me to believe that my importance is of no real significance. In July, Bob recognized the whole CHSP team for their efforts by giving out certificates of appreciation. They were posted for all to see on UPS'ers.com. Island City was once again excluded. A week or so before the Keter Audit Bob mentioned to me that he could only protect me and George so much. I was not given any reasons as to why I needed protection, but if I did need protection, it certainly would not have been provided for by Bob. If anything, I was the one who would be providing the protection for Bob. I firmly believe that what comes from an honest heart can never be punished. I came to work every day to make things better in Island City. I can't even consider how many times I was told that I would be sitting with Norm if things did not fair well with Keter. Resistance early on translated to action through my relationship with the management team and the hourly workers as well. The Island City Division is well poised for an outstanding year in 2007.

I am an operator by virtue of my experience, yet I can be successful wherever I may go, because I derive my results through the respect and admiration of those that report to me. 19 years in package operations could not have prepared me for this endeavor in CHSP. It is true that I am without the necessary knowledge that my counter parts possess, yet their knowledge alone will not deliver them success. I may not know the game, but I definitely know the players. A coach does not need to know the playbook as much as he must know his people. I have never felt so devalued in any job I have ever had. Once upon a time I was a leader among men. As a Staff Non-Commissioned Office of Marines I learned early and often that it is by standing with the men that I may find the very pulse of the team. Perhaps my efforts will make someone else successful, for I know that it did not do that for me. I will not realize the fruits of my labor, and that is something that will remain unfinished. I will never see the finish line in CHSP, and I will never see the miracle that is certain to come from men like Joe Bagnasco and John Contini. The feelings I have are very familiar to me. 241 Marines died in my unit on 23 October 1983. These men were in my charge, and I left Beirut with a feeling of shame and embarrassment. I have grown wiser over the years, and I have learned that I am not responsible for all that happens to me, or that goes on around me. I know my worth and only a sacred few have I shared my pain with.

I know you are aware of my heart ailment; the same illness that has claimed the lives of my dear brothers, as well as a great many other Welch's. My 7 yr. old daughter is also plagued by the genetic blueprint of an uncertain future. I must share with you what else is present in my rather alarming health outlook. To add injury to illness, I also have obstructive sleep apnea. This coupled with my heart disease is very serious. In the last sleep study I had, it was discovered that I only slept for 28 minutes in an eight hour period. I also have restless leg syndrome. My brain is sending messages to my legs to move uncontrollably at night. The doctor prescribed a medicine to quell the leg movements, but it has also come at a great cost. The medicine for the restless legs brings another side effect in that it causes insomnia. Basically, I am always tired. This mixture of ailments is surely to blame for the 4 car accidents I had either coming to or going home from work in the past year. Add to this now having to work far beyond the eight hours that I was told the job of CHSP Supervisor required. I shared this problem to Bob in July via e-mail. He did not respond! To say the least, "My plate is full".

I never complain Kevin. It is not in my make-up to so. I want to work hard at making UPS successful, and to advance the respect levels of those I serve daily. Despite all my efforts, I am just another mediocre supervisor. I am starting to believe that maybe what my manager believes of me, could very well be true. A child told repeatedly that he is bad, will become exactly that. Then I take a look at what I have built in Island City. It can not be found on a morning report or through a Keter Audit. There is something intangible that is never seen. One would need to simply speak to the drivers and co-chairs in the building to scratch the surface on some of those intangibles. Success discovered overnight is short lived. True success is found through months, if not years, of blood, sweat, and tears. Somehow I believe that the recognition I deserve has come to me via the safety committee. Despite what others think, they will forever stand shoulder to shoulder with me to the end. They will remember me, as I will always remember them. Men like Joe and John are my partners, not by the virtue of their ownership of UPS stock, but by their undying efforts to help me at any cost; even if their efforts cause them to be scorned by their peers in the union.

When I managed the Foster Avenue Local Sort back in 1999 / 2000, I achieved results beyond even my own expectations. I grew the productivity by 12 PPH year to year. I even went 9 months without an injury. I was recognized for these accomplishments by being placed on the corporate bulletin board in Atlanta for having achieved a quantum leap. Despite my efforts, I was still busted for something that someone else failed to do. Damage Inspection Reports were not keyed into the system by a clerk, and L.P. discovered this mishap. When questioned why, my response was, "What is a Damage Inspection report."? Needless to say, I couldn't be held responsible for a task that was not charged to me. I was not responsible for the clerks. Nevertheless, I was reduced to a supervisor anyway. Shortly thereafter, I was again the victim of the wrath of a Division Manager. Tom Cuce said that my illness was causing him a problem, and that he doesn't have a job for someone like me. Another supervisor who has diabetes was present, and the comment was directed at him as well. He still works here, but will never forget what was said on that day. It was also mentioned that he (Tom Cuce) preferred to feed his family instead of ours. I never left my post nor was I ever derelict in my duties. I forged forward with the best effort every day. I know no other way. This cycle of consequence management has deteriorated the trust I must have for my partners. Incidentally, before his transfer, Jerry McDonough made it clear to me that he had allowed others to harm me unnecessarily. Unfortunately, in the world of UPS, sometimes one goes down so others don't have to.

I promise to you Kevin that despite all of the baggage I carry daily, I will charge into whatever task UPS sees fit for me. I will depart Island City CHSP as I have other places in my career. My head will be held proudly high with the knowledge that I have done my best. I went to war with a pea shooter, and although my superior officers are in denial of my true worth, I will leave with remnants of greatness as exercised by those that I have served. Just like Beirut, I may have failed, but that depends on who is passing judgment.

In parting, I would like to mention what I have valued the most. Being the first person a new hire met made me rise to the challenge. I emblazoned myself into their memory with great enthusiasm. I can not think of any other way that could be better than inspiring greatness through a newly hired employee. After all, they are our future. With so many years of package operation experience, I shared with them what others in CHSP could not. Most of my peers never spent a single day as a driver, let alone as an on-road supervisor. We are severely missing the boat with the new hire orientation. We crush the itinerary into 5 days. They are lucky if they get one hour behind the wheel, and then we are upset with the outcome when they suffer auto accidents. Their indoctrination is no better than mine was upon my arrival to CHSP. There is no follow-up. Someone from our department should meet them on road after they have been trained. Ascertaining the validity and extent of their training and knowledge is non-existent. We open the coop and let them fly free, into the hands of a keeper that will not provide them with well rounded and thorough training. It stands as an exercise in futility; one that yields less results over time. It is a self fulfilling prophecy.

CHSP is geared towards the legal and regulatory requirements of safety. We step foot into the lives of a new hire for two short days on their 25 year journey. I concede that the safety department is ill staffed to provide the training these people deserve. I have tried to change the class the best I can. I bring every class to the auto zone to manipulate cones while practicing parking and backing situations. My goal was not to see who had the most skill, but to instill in them the need to not gamble when presented with a difficult situation. I made them report to the safety zone every morning to simply see what goes on, and to interact with the committee. I gave recognition to those who were the first to memorize the five seeing habits and 10 point commentary. I took time out of my day to do this each and every week. I know that I have positively touched these people. Either Joe or John, or sometimes both of them, made their weekly visit to the classroom to inspire them and to let them know the harsh reality of UPS. They too have contributed to a more prepared trainee leaving Island City. I have worked nearly a year to arrive at a state of readiness in Island City. I will not be able to reap the benefits of this before I am moved elsewhere. Hopefully, elsewhere will provide me with a challenge and feelings of importance and value.

What I have seen as the major function of the CHSP Manager is to document his eventual failure by tacking a name to every shortfall, instead of insuring the future success. The abundance of E-mails and conference calls only deplete our already scarce commodity of time.

One thing is for certain though. George Barbosa is the very best that UPS has to offer when it comes to CHSP. His calm demeanor and pursuit of excellence through his constant communication with the managers and division manager is the cornerstone of his activities. He has a positive "can do" attitude, and remains committed in his every day quest for perfection. I could not do what he does daily. I admire and respect him, for I know him to be both a great UPS'er and an even better man than most. I taught George a few of the things that I consider to be intangible. He now knows that his title demands the attention of all, and that his rank should not be confused with his authority. I was proud to work with him because he possesses the integrity, values, and ideals that are in keeping with the highest traditions of UPS. He has so much to offer and his efforts should never go unnoticed, as they have so often of late. He is a worthy and capable man with the will and desire to arrive at the finish line that I was denied. Please promise to pave his future for him and his family, as I know he will certainly yield dividends beyond that of what we can provide for him in return. In 20 years I have never met a more capable person than George. He will long be remembered by me as a man I was proud to work with. I will miss him the most of all.

I have spilled my feelings on this paper for you alone Kevin. You never really had the luxury or opportunity to know me. I thought it was important enough for me to share this with you, so that you can better understand my appreciation of what a CHSP supervisor must endure, and also so that you would know that I meant so much more to many people, than what was probably explained to you. I give you the respect your title and personal stature requires as always, which is why I have taken the time to be honest with you. I would only hope that my short lived experience in CHSP mattered to those that mattered to us as an organization. I also share these feelings so that you may be able to see through my eyes, where we can begin to make things better in Long Island. May I present a few questions to you so that I can hear firsthand what was never shared with me in my tenure in the CHSP Dept.? "Do you feel that I contributed to this job an effort satisfactory to what was expected of me"? "Will my leaving the department be perceived as an opportunity for the CHSP department to improve by my departure"?

I wanted to keep my feelings within me, but it wouldn't be fair to those who come after me. I do not want to carry any resentment's because they have a tendency to be felt only by me. If I am thinking and feeling something, then it certainly warrants being said. I also ask that this remain confidential. I wanted to speak to you Kevin, not for the purpose of harming others, but for the purpose of making you aware of my character; something that shall remain intact forever.

In the wake of the audit, I am left with mixed feelings about what lies before me. I know that there is a people's meeting on the horizon, and I have been informed that there are two division managers requesting my services within their respective divisions. I am glad that there are those that still consider me to be a viable asset. I have the understanding that the decision for my movement may be made as soon as this week. I welcome change when I have prepared for it, and when the job I am leaving has given me closure. Closure comes when a feeling of accomplishment and value to the team is met. I can't say that I have met either of these goals. I have surely given every effort, sometimes at a great expense to myself, for having given all I could. I would only stay where there is a common understanding and appreciation for my efforts.

The job is unforgiving, and certainly without recognition for all my efforts. I really don't want the recognition for my efforts as much as I want appreciation for all I have done with so little provided. I have been here for a little under a year. I will be leaving this job with a better understanding for what is most important at UPS. I will not be leaving it with the feeling that I was accepted and appreciated for my efforts. I know my value because it is echoed in the comments of the many men and women I interact with daily. I became the face of safety in Island City, and I know that things are far better than when I arrived here. The number is the last thing to improve. I have a keen way of bringing people to act on my behalf. I consider the greater good in all that I do. I think out of the box always, and enjoy bringing a new perspective to the safety culture. I am not afraid to make unfavorable decisions and will stand in front of any man if I must explain why. The biggest problem I have in leaving is that I was always made to feel that I never did enough. As a last request, please keep this statement between us. Neither the department nor I stand to gain from this. What is important is the message. This message must bring the opportunity for us to make the life of a CHSP supervisor better. This should be the greatest job in the company. It is very far from that for the reasons outlined herein. I am on vacation this week. If you would like to speak to me, please feel free to do so. My cell phone number is (516) 220-2227. Anytime! I am interested to know your thoughts.

Sincerely,

John K. Welch

Exhibit 11

ACCOMMODATION REQUEST ACTIVITY LOG

(revised effective 1/1/07)

Employee Name: John Welch

Employee ID Number:

Job Title: Preload Supervisor

Department / Operation: Nassau Preload

Employee Currently Working: Yes (circled) No

If No, Last Day Worked:

Activity		Person Responsible	Date	Initials
1. Notice of MMI Status / Request Rec'd by: Mike Ridolfi (Name) Verbal (circled) or In Writing (Please Circle One)	One Week	Wendy Marshall		
2. Request File Opened		OHS	6/13/07	WM
3. Acknowledgement Letter / Request for Medical Information Sent		OHS	6/13/07	WM
4. Request File Updated		OHS	6/13/07	WM
5. Employee Medical Information Received and Date Stamped		OHS	7/11/07	WM
A. ______ If no response in two weeks – Reminder Letter Sent		OHS		
B. ______ If no response in four weeks – Termination of Process Letter Sent		OHS		
C. ______ If Information Insufficient – Additional Information / IME Requested		OHS		
D. ______ Additional Information / IME Results Received		OHS		
6. Request File Forwarded to RWPM and ROHM		ROHM	7/11/07	WM
7. Evaluation of Employee's Condition Concluded A. ______ Not a Covered Disability B. ______ Insufficient Medical Information C. ✓ May be Eligible for a Reasonable Accommodation	Two Weeks	RWPM & ROHM	7/16/07	VB KQ
8. Request File Returned to OHS with Decision		RWPM & ROHM	7/25	
9. Employee Notified of Results of Evaluation A. ______ Denial Letter Sent – No Covered Disability / File Closed B. ______ Insufficient Medical Information Letter Sent C. ✓ Request for Checklist Meeting Letter Sent emailed Meeting Scheduled on 7/26/07 @ 9AM	Three Business Days	DWPM & DOHS	7/26/07	WM
10. Checklist Meeting Held	Two Weeks	DWPM, OHS & DLRM	7/26/07	WM
11. Completed Checklist Forwarded to Region ADA Committee	One Week	DOHS	7/27/07	WM
12. Committee Conference Held A. ______ Employee is a Qualified Individual with a Disability Describe Identified Reasonable Accommodation: ______ B. ______ Employee is NOT a Qualified Individual with a Disability	Two Weeks	Region ADA Committee		

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